

many others, has seen hate crimes before.

For Chad Debnam, the shooting was particularly difficult. 23 years earlier, his brother, Clarence Debnam, an African American college student, was shot through the back by a white sailor. The shooting "affected us so deeply, our family was never the same," Chad, now 52, said. "And then it comes to visit me again."

As Chad and his neighbors understand all too well, hate crimes cause harm above and beyond the effects produced by random acts of violence, because when such a wrong is perpetrated, the intended victim is not just a single person, but an entire community. And it creates within that community a sense of alienation, and the very real fear that other members may be future targets of similar violence.

This weekend, Chad Debnam and others will be marching down the streets of Northeast Portland in a united front against hate. The Federal Government should be there with them. Passing the Local Law Enforcement Enhancement Act will demonstrate to our fellow citizens that, in the words of Dr. Martin Luther King, Jr., "Injustice anywhere is a threat to justice everywhere." The victims of hate, in Portland and elsewhere, need to know that their Federal Government stands with them, and will help them create a nationwide community of hope and healing, where intolerance has no place. I believe that by passing the Local Law Enforcement Enhancement Act we will not only change the law, but hearts and minds as well.

FMLA

Mr. SARBANES. Mr. President, I rise today to join with Marylanders and all Americans in celebrating the anniversary of the Family and Medical Leave Act of 1993, FMLA. The FMLA was passed 10 years ago today on February 5, 1993. It addressed one of the most pressing issues of the time: how to help parents and other family members balance the demands of work and family. Balancing these demands has always been difficult, but the last few decades have seen an increase in working mothers, single parents and working families who are caring for elderly relatives. Trying to cope with the dual burdens of work and family left many families and individuals unable to meet all the demands placed on them.

The FMLA was designed to help ease the burden on many of these families. The FMLA requires private employers with at least 50 employees, and public employers, to give unpaid leave to employees who meet the eligibility requirements for such leave. To be eligible, the FMLA requires that employees have worked for the employer for at least 12 months, and have worked a minimum of 1,250 hours. The employee, if eligible, is entitled to up to 12 weeks of unpaid, job-protected leave per 12-

month period. FMLA leave can be taken to care for the "serious health condition" of the employee, a child of the employee or a parent of the employee, or for an employee to care for a newborn, newly adopted child or newly placed foster child. Employees are not required to take the leave in one block, and are entitled to receive health benefits during their FMLA leave.

In 2001 the Department of Labor commissioned a report to study the impact of the FMLA. The report found that almost 62 percent of public and private employees are covered by the FMLA. The benefits of the FMLA have thus been applied to the majority of American workers, a significant accomplishment. In addition, the FMLA seems to be working. A significant majority of employers report that the FMLA has no effect on their company's performance: 76.5 percent of employers say that the FMLA has no effect on productivity, 87.6 percent say that the FMLA has no effect on profitability, and 87.7 percent report that the FMLA has no effect on their company's growth. A majority of employers also report that the FMLA has little to no effect on the individual employee's performance. And most of the 23.8 million employees who used FMLA leave in 1999-2000 reported that their experience was positive.

Beyond these raw numbers, the FMLA has had a profound effect on the lives of many American workers. Working mothers and fathers are able to take time to care for their sick children, sons and daughters are able to care for aging parents, and new mothers and fathers are able to spend precious time bonding with their newborns or newly adopted babies during the first weeks of life. The FMLA does not force workers to choose between family and work. No amount of statistics can quantify the value of the days and hours family members get to spend helping one another during these crucial times.

But we should look at ways to make this very successful program available to more American workers and bring the benefits of this important legislation to more who need it. To this end, I am a cosponsor of a bill that would provide wage replacement for eligible individuals who have taken FMLA leave for the birth or adoption of a son or daughter or other family care giving needs. The bill would also amend the FMLA to extend coverage to employees at worksites of at least 25 employees, a decrease from the current 50-employee requirement. And the bill would entitle employees who must address the effects of domestic violence to take FMLA leave. I urge my colleagues to work with me to ensure the passage and enactment of this important legislation.

On the 10th anniversary of the FMLA legislation, let us remember the success of this program, and let us also focus on ways in which we can make improvements to the program so that it can benefit all American workers.

U.N. WEAPONS INSPECTORS

Mr. FEINGOLD. Mr. President, I commend Senator BYRD for introducing a very sensible resolution, S. Res. 28, expressing the sense of the Senate that the United Nations weapons inspectors should be given sufficient time for a thorough assessment of the level of compliance by the Government of Iraq with United Nations Security Council Resolution 1441 of 2002 and that the United States should seek a United Nations Security Council resolution specifically authorizing the use of force before initiating any offensive military operations against Iraq. I am pleased to join several colleagues in cosponsoring it.

I want to be clear about one point on which I may disagree with Senator BYRD. S. Res. 28 states that U.N. weapons inspectors have failed to obtain evidence that would prove that Iraq is in breach of the terms of the United Nations Security Council Resolution 1441. While there is little public information suggesting that weapons inspectors have turned up much in the way of evidence of any kind, they have made some important disclosures in their recent report, and it is clear that Iraq has failed to meet Resolution 1441's requirement that Iraq make a complete declaration of all aspects of its chemical, biological, and nuclear weapons programs, as well as information about its ballistic missiles and other delivery systems. The report that was submitted by the Government of Iraq omitted a great deal of information, and the "unknowns" left for the international community to consider are very serious matters. Iraq is not in compliance with Resolution 1441.

But this issue does not dissuade me from supporting Senator Byrd's admirable resolution. Fundamentally, this resolution recognizes that the threshold for starting a war through unilateral military action should be very high. It should require the presence of an imminent threat, or a solid connection to al-Qaida, in which case unambiguous U.S. action is already, and rightly, authorized. Based on the information available to me, I have determined that we have not reached that point.

I wholeheartedly agree with the resolution's assertion that the U.S. and others should work to exhaust all peaceful and diplomatic means of disarming Iraq. I also agree that the U.S. should seek authorization from the Security Council before pursuing the last resort of military action in Iraq. Should we reach a point at which the use of force appears to be the only option, we should try to increase the legitimacy of any action and decrease the potential costs pursuing this multilateral approach.

While calling for exhaustive diplomatic efforts, ongoing inspections work, and a multilateral approach, S. Res. 28 also asserts that the United States should continue to actively seek to bring peace to the Israeli and Palestinian peoples, and notes that the

United States should redouble its efforts to reduce our vulnerability to terrorist attack. These are important issues to keep at the forefront of U.S. policy in the weeks and months ahead.

Overall, the resolution presents a reasonable approach to a difficult issue, and I believe that it reflects many of the concerns that I am hearing from my constituents in Wisconsin. Their voices and their questions belong at the center of our discussion about Iraq. I believe that this resolution helps to move my constituents' very serious concerns closer to that central role.

AFRICAN AMERICAN HISTORY MONTH

Mr. SARBANES. Mr. President, I am pleased to join with my Maryland constituents and millions of Americans in celebrating African-American History Month this February.

Dr. Carter Godwin Woodson founded the Association for the Study of Negro Life and History in 1915. Shortly after its creation, the Association began a campaign to establish Negro History Week to highlight the many accomplishments of African Americans. Dr. Woodson achieved this goal in 1926, and the second week of February was chosen to recognize the contributions of African Americans to American society. In 1976, this week of observance was expanded to a month and became African-American History Month. This month of observance is a time to recognize a crucial part of our diversity: the vast history and legacy that African Americans have contributed to the founding and building of our Nation. While we have much to celebrate in the achievements of many African Americans and the great strides this country has made towards true equality, there is also much work to be done.

Each year, the Association for the Study of African American Life and History, ASALH, designates a theme for the Black History Month observance, and this year it is "The Souls of Black Folk: Centennial Reflections." This year's theme focuses on the past contributions of African Americans and the many significant ways in which African Americans have made our Nation better.

At the beginning of the last century, our Nation was a vastly different place than it is today. The country was divided along racial lines and racism was accepted and institutionalized. African Americans were not allowed to vote, and the opportunities available to African Americans were few. Today, thanks to the visions of a few and the sacrifices of many, that situation has changed.

Much of the last century was filled with hardship for African Americans. Despite this, African Americans made great strides in many areas and participated in every sector of our society. Throughout the past 100 years, African Americans have made remarkable con-

tributions to our society as mathematicians, scientists, novelists, poets, politicians, and members of the armed services.

Regrettably, just this year we lost two Marylanders who contributed much to African-American and American history in the last century, Du Burns and Bea Gaddy. Du Burns was the first African-American mayor of Baltimore. He brought the city together and although he ultimately became mayor, he never forgot his humble beginnings, including a job as a locker room attendant at Dunbar High School. Bea Gaddy was an advocate for the homeless and a Baltimore City Council member who devoted her life to feeding hungry Baltimoreans and making Baltimore a better place to live. We will forever remember the sacrifices and achievements of these two remarkable people.

No discussion of the last century in the lives of African Americans could be complete without a tribute to Martin Luther King, Jr., whose birthday we recently celebrated. His teachings and the example of his life offer much for us to be hopeful about in the coming century. We must look to his words and deeds to remind ourselves of his great vision and must never forget the profound change he helped bring about in this country. His teachings transcend race, and we have much to learn from him about humanity as we confront the challenges of the new century. And the challenges are many. We must continue to work to eliminate racism and inequality, and we must work to combat intolerance, not just in our own country, but throughout the world.

Last year, the theme of African-American History Month posed the question, Is Racism Dead? Unfortunately, the answer is still no. There is much that we in Congress can do to continue to meet the challenges of inequality in our country. We can help the parents of working families by raising the minimum wage. We have already passed the Leave No Child Behind education reform bill that will provide new standards for schools and teachers and will help make quality education available to all Americans. We have passed an election reform bill to ensure that all voters are properly registered and every vote is counted. We must now fully fund these initiatives that have successfully passed Congress. And we need to make health care available and affordable for African Americans and all Americans.

Through the lessons and struggles of the last century and the trying first few years of this century, Americans have shown the world how people of all races, colors, religions and nationalities create the fabric of our Nation, a fabric that is richer because of our differences. This month, we honor the special contribution African Americans have made to that fabric. Through African-American History Month, we celebrate how far this country has come

and remind ourselves of how far we have to go.

THE PRESIDENT'S HIV/AIDS INITIATIVE

Mr. FEINGOLD. Mr. President, I commend our President for the historic commitment to fighting the HIV/AIDS pandemic that he articulated in the State of the Union address.

As a 10-year member of the Senate Subcommittee on African Affairs—and over half of those years have been as either the ranking minority member or the chairman—I have seen the terrible unfolding of the pandemic. I have read and repeated the numbing statistics that grow more horrifying every year. I have met with orphans, the sick, the dying, the mourning. I have met with doctors and nurses overwhelmed by the task before them, public health officials impassioned in their pleas for more assistance, volunteers aching for the plight of the children they care for each day.

I believe that I understand the magnitude of this crisis as well as anyone can comprehend something so big and so devastating.

And I also understand that what the President promised to do is a vast leap forward, a truly visionary step toward doing what is right. It is in our interest, and in the interest of global stability. But it is also simply the right thing to do, to refuse to turn away from human suffering on a grand scale, to take action, to set meaningful goals and provide the resources and the will to achieve them. This is a noble undertaking. It is a constructive and humane act at a time when, too often, we feel surrounded by the forces of destruction. The President deserves our praise. I hope that his words will be transformed into action soon.

Congress certainly will be interested in understanding how the Administration plans to phase in additional spending, because the need is urgent and we cannot keep pushing our responsibility off into the future. It is critically important that pressing humanitarian and development priorities will not be robbed to finance this important initiative. And I hope that we take greater advantage of the Global Fund to fight AIDS, TB and malaria than we have in the past so that we can leverage our dollars for maximum impact.

But the bottom line is that this is a truly historic step, which is the only appropriate response to a historic crisis. We should celebrate this initiative. And then we should roll up our sleeves get to work on making it as effective as possible.

ADDITIONAL STATEMENTS

BURN AWARENESS WEEK

• Mr. BREAU. Mr. President, I ask our colleagues to join me in recognizing the importance of National Burn